



# BENEFITS OVERVIEW

2013/2014

POLICE

INSURANCE					
		WVC Costs		Employee Costs	
LONG TERM DISABILITY		0.70%			
MEDICAL - SELECT HEALTH		Costs based on per pay period rates			
			MED +	VALUE	CARE +
	Single	\$150.72	\$52.68	\$56.48	\$66.98
	2 Party	\$323.12	\$95.78	\$103.88	\$126.53
	Family	\$434.88	\$123.72	\$134.57	\$165.27
(\$15.00 ppd savings if participating in the Wellness Program)					
DENTAL - EDUCATORS MUTUAL INSURANCE (EMI)					
	Single	\$21.96		\$5.49	
	2 Party	\$27.84		\$6.96	
	Family	\$40.80		\$10.22	
MENTAL HEALTH - BLOMQUIST HALE/UNIVERSITY OF UTAH					
	Single	\$9.78		\$2.45	
	2 Party	\$15.07		\$3.77	
	Family	\$26.38		\$6.69	
LIFE INSURANCE					
TERM LIFE INSURANCE					
City benefit per month		Additional Coverage Available			
\$4.08	Employee \$30,000	Up to \$500,000			
\$0.46	Spouse \$5,000	Up to \$500,000			
\$0.27	Child (Under 26) \$2,500	Up to \$15,000			
ACCIDENTAL DEATH & DISMEMBERMENT					
\$1.84	Employee \$50,000	Additional Individual & Family Coverage			
Additional Coverage available for Accident Weekly Indemnity and Accident Medical Coverage					
RETIREMENT					
Hired BEFORE 7/1/11					
Non-Contributory		32.20%			
Contributory		32.79%			
Hired AFTER 7/1/11		(DB)	(DC)	(UAAL)	(DEATH)
TIER II Defined Contribution		21.60%	12.00%	9.49%	0.11%
TIER II Hybrid Retirement		21.60%	10.91%	1.09%	9.49%
WEST VALLEY CITY DOES NOT PARTICPATE IN SOCIAL SECURITY					
PAID TIME OFF					
Holiday Hours		110 hours given each November (pay period 24)			
PTO - Paid Time Off					
Probationary - 4 hours per pay period					
Off Probation - 80 hours given each November (pay period 24) PLUS					
4 hrs ppd 1 - 5 yrs					
5 hrs ppd after 5 yrs					
6 hrs ppd after 10 yrs					
7 hrs ppd after 15 yrs					
8 hrs ppd after 20 yrs					
ADDITIONAL CITY BENEFITS					
Employee Assistance Program		\$4.00			
Medicare		1.45%			
Workers Compensation		2.27%			
Unemployment		0.75%			
Payroll Accrual		0.99%			